

My name is Michael V. Brown. I am the President of New Standard Institute, a training and consulting firm based in Milford, now celebrating our 20<sup>th</sup> year in business.

Part of our work can be categorized as Management Consulting. We work with companies of all sizes and are in and out of their facilities. For that reason, and with our own small firm, we have learned a few things about the workforce.

1. Sick people at work make other people sick  
This can cause illness to spread into a tsunami of absenteeism. It can take any company to a grinding halt within only two days.
2. Sick people are low productivity employees  
The lethargy that goes with small infections and colds, combined with a lack of focus, means that a person's high productivity is inevitably compromised when ill.
3. Sick people can have accidents.  
A person with minor symptoms like a fever or blurred vision can easily have an accident in the workplace. I know there is discussion about food service people working while ill, but they are also at increased risk of cutting themselves or falling while on the job. We work with manufacturing facilities and this can become life-threatening when working with heavy equipment.

It is vitally important that people be permitted, without retribution, to voluntarily remove themselves from the workplace when ill or distracted.

Again, I run a small consulting firm. I ***do not allow*** my employees to come to work sick or when they are worried about a sick family member at home. I have yet to see an abuse of this policy. As a matter of fact I have found that I need to send employees home who come to work sick.

I urge the Legislators here to stand up for safety and productivity at Connecticut's businesses.

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